

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNITS 1, 3, 4, 11, 14, 15, 17, 20 & 21  
(BUs 1, 3, 4, 11, 14, 15, 17, 20 & 21)**

**Exclusive Employee Representative  
Service Employees International Union (SEIU) Local 1000**

**Number of Employees:** Approximately 95,000 full-time equivalents

**I. Retirement**

***Benefit Formula Calculation***

- Effective the pay period following ratification by both parties, Bargaining Unit 1, 3, 4, 11, 14, 15, 17, 20 & 21 Miscellaneous and Industrial First Tier retirement members, first employed by the state, will be subject to the Pre-SB 400 Retirement Formula of 2% at age 60 (from current 2% at 55).
- Effective the pay period following ratification by both parties, BU 1, 3, 4, 11, 14, 15, 17, 20 & 21 State Safety retirement members, first employed by the state, will be subject to the Pre- SB 400 Retirement Formula of 2% at age 55 (from current 2.5% at 55).

***Employee Pension Contribution***

- Effective the pay period following ratification by both parties, current BU 1, 3, 4, 11, 14, 15, 17, 20 & 21 Miscellaneous and Industrial members in the First Tier retirement category shall have their contribution increased from 5% to 8% of monthly compensation over \$513.
- Effective the pay period following ratification by both parties, current BU 1, 3, 4, 11, 14, 15, 17, 20 & 21 State Safety retirement members shall have their contribution increased from 6% to 9% of monthly compensation over \$317.

**II. Compensation**

***Adjusted Pay Ranges***

- Effective July 1, 2013 all BU 1, 3, 4, 11, 14, 15, 17, 20 & 21 represented classifications (excluding Seasonal Clerks and BU 3 classifications in CDCR who work an academic calendar) shall be adjusted by increasing the maximum step of the pay range by 3%. This only applies to BU 1, 3, 4, 11, 14, 15, 17, 20 & 21 employees who reach the top step of the pay range.
- Effective July 1, 2013 all BU 3 represented classifications in CDCR who work an academic calendar shall receive a 3% salary differential. This only applies to BU 3 employees in CDCR who work an academic calendar who reach step 6 or higher of the pay range.

- Effective July 1, 2013 the Seasonal Clerk classification shall have 50 cents added to each salary rate.

#### ***Personal Leave Program (PLP 2010)***

- Effective the pay period following ratification by both parties, the Personal Leave Program (PLP 2010) will apply to BU 1, 3, 4, 11, 14, 15, 17, 20 & 21 employees. This program reduces pay by approximately 5% and the leave cannot be cashed-out. This program shall remain in effect for twelve months.
- The State will not implement a new furlough program for BU 1, 3, 4, 11, 14, 15, 17, 20 & 21 employees during the twelve full months that the Personal Leave Program is in effect.

### **III. Health Benefits**

#### ***Employer Contribution***

- Effective the pay period following ratification by both parties, the State's monthly contribution to the health insurance portion of the BU 1, 4, 11, 14, 15, 17, 20 & 21 employee's allowance shall be an amount equal to eighty percent of the weighted average of the premiums for the four Basic health benefit plans with the largest enrollment (the 80/80 formula).
- Effective the pay period following ratification by both parties, the State's monthly contribution to the health insurance portion of the BU 3 employee's allowance will be set at a dollar amount that equals the 80/80 formula. The amounts shall be increased pursuant to the formulas above on January 1, 2011, January 1, 2012, and January 1, 2013.

### **IV. Miscellaneous**

- The State and SEIU Local 1000 agree to present to the Legislature, as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic terms of this agreement through July 1, 2013.
- The State and SEIU Local 1000 agree to delete Lincoln's Birthday and Columbus Day as recognized holidays.
- Employees that work on January 1<sup>st</sup>, the last Monday in May, July 4<sup>th</sup>, the first Monday in September, Thanksgiving Day or Christmas shall receive one and one-half times the employee's regular rate of pay and up to eight hours of holiday credit for all hours worked on the holiday.

### **V. Duration**

- July 1, 2010, through July 1, 2013

## **VI. Fiscal**

- FY 10/11 Savings: \$382.6 million (GF=\$164.1 million and OF = \$218.4 million)
- Total Savings: \$632.3 million (GF = \$262.0 million and OF = \$370.3 million)

## **VII. Agreement**

- The complete Tentative Agreement between the State and SEIU Local 1000 is posted at:

<http://www.dpa.ca.gov/bargaining/contracts/index.htm>